



U.S. Fish and Wildlife Service Directorate Resource Assistant Fellows Program

Mountain-Prairie Region 6 7 Fellowship Positions Available

*The U.S. Fish and Wildlife Service (USFWS) Region 6, Mountain-Prairie Region 6, in partnership with the Student Conservation Association is offering seven fellowships opportunities across Montana, Kansas and Colorado. Applications will be accepted from college undergraduate and graduate students only. The Directorate Resource Assistant Fellows Program (DFP) is an 11-week summer fellowship designed to provide students an opportunity to work on projects that focus on conservation, wildlife biology and related fields of study. The fellowships are an 11-week program, and the 2015 DFP will begin late **May or early/mid June**.*

USFWS will pay the travel costs for DFP participants to travel to the duty station of their assigned project and return to home/school, and free or reduced cost lodging will be available at some USFWS duty stations. These fellowships may include field specific training in addition to a week of leadership training at the National Conservation Training Center in Shepherdstown, West Virginia.

As a DFP participant, you will have an opportunity to apply classroom theories, principles and concepts to real-world situations, network and develop relationships with USFWS program officials and staff.

Upon successful completion of your DFP fellowship and your degree requirements, you may be appointed into a permanent position with USFWS. You must meet the eligibility requirements and the education and/or experience qualifications for the permanent position.

DFP Program Eligibility:

- Must be a U.S. Citizen or legal resident
- Must have a cumulative GPA of 3.0 or higher on a scale of 4.0
- Current students enrolled in or accepted for enrollment in an undergraduate or graduate degree programs at an accredited college or university recognized by the Department of Education. **In May or June 2015, your status as a student must fall into one of the following qualifying education levels:**
 1. An undergraduate student who has completed the junior year (e.g. Rising Senior or Senior) and is expecting to complete degree requirements after the summer of 2015
 2. A recently accepted and enrolled graduate student, or
 3. A graduate student who has completed at least his or her first year of graduate school.

Undergraduate and graduate students, who will complete their degree requirements prior to the summer of 2015, are ineligible for USFWS, 2015 DFP Fellowships.

DEADLINE FOR RECEIPT FOR APPLICATIONS: Applications will be accepted from undergraduate and graduate students beginning **March 2, 2015**, through **March 16, 2015**. A complete application package,



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resume and unofficial transcript, and optional letters and forms must be received **March 16, 2015**. Incomplete application packages will not receive consideration.

REQUIRED DOCUMENTS/INFORMATION TO BE INCLUDED IN YOUR APPLICATION PACKAGE:

- A resume that includes the following information:
 - ✓ Anticipated graduation date
 - ✓ City, State and Zip Code of where you live.
 - ✓ Contact Information (e.g. mobile, home and/or work numbers)
 - ✓ Email Address
 - ✓ College and/or Universities attended (include city, state and zip code)
 - ✓ List all employment, internships and volunteer jobs you've held over the past 5 years
 - ✓ List any awards, scholarships or special recognition.
 - ✓ List any special skills relevant to the Fellowship

You must indicate on your resume the number for the project associated with the fellowship for which you are applying for consideration. This can be found in the project description section of this announcement. Please annotate it on the top left side of your resume below your name and phone number.

- A copy of your most recent unofficial transcript from your college/university that includes your college/university name, cumulative GPA, total credits, and degree major. Also, you must submit your transcript for your undergraduate degree if you were recently accepted for enrollment in a graduate program.
- Proof of current enrollment at an accredited academic institution must be submitted. Proof may be submitted after the application deadline date but no later than **March 24, 2015**.
- Cover letters and letters of recommendations are optional.

INSTRUCTIONS ON HOW TO APPLY:

- All applications must be received by **March 16, 2015**. Applications submitted electronically or by fax must be received by 11:59 p.m. Mountain Standard Time on **March 16, 2015**. If you submit your application via email, you must include the project number for the fellowship in the subject of your email.
- You must submit a separate and complete application package for each fellowship for which you wish to receive consideration.



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- Applications may be submitted electronically to: **fwr6@fws.gov** or faxed to 303-236-5775, ATTN: Directorate Resource Assistant Fellows Program.

Do not include your social security number (SSN), date of birth (DOB), your street address or any other personal identification information on your resume. Redact any personal privacy information (e.g. SSN, DOB and home address) from your unofficial transcript and enrollment verification.

SPECIAL CONDITIONS:

- Successful candidates will be subject to completion of a favorably adjudicated Federal Background Check initiated by USFWS.
- Must be available to work a full time schedule (40 hours per week) for 11 consecutive weeks beginning late May or early/mid June 2015.

BENEFITS:

- 2015 DFP participants will receive wages based on an hourly rate of \$13.50 - \$15.00.
- Successful 2015 DFP candidates may be eligible for a permanent job within the USFWS for which they meet all the qualifications and eligibility requirements.

ADDITIONAL DOCUMENT(S):

- **Demographic Information on Applicants – OMB No. 3046-0046:** Please help us assess our recruitment strategies by completing all the items on the attached form **OMB No. 3046-0046** or download it at: http://www.eeoc.gov/federal/upload/Applicant_Tracking_Form_2-19-2014-2.pdf. Data summarizing all applicants for a position will be used to determine if we are effectively reaching all segments of the populations, in conformance with the requirements of Federal equal opportunity law. Only summary data is reported, and only in a format that cannot be broken out by individual applicants. We treat your responses in a *highly* confidential manner. They are not released to the panel rating the applications, to the selecting official, to anyone else who can affect your application, or to the public.
- **DFP Application Checklist:** The attached checklist is to assist you with verifying that your application package includes all the required documents/information.



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CONTACT INFORMATION:

If you have questions about the application process, please contact the servicing Human Resources Office at 303-236-5414 and reference the Directorate Fellows Program; if you have questions about the

DFP Fellowships, please contact Vincent Meyer at 303-236-4589 or by email to Vincent_meyer@fws.gov. For a list of all USFWS 2015 DFP announcements, please visit: <http://www.fws.gov/humancapital/> or <http://www.fws.gov/workforwildlife/dfp.html>



U.S. Fish and Wildlife Service Directorate Resource Assistant Fellows Program

Mountain-Prairie Region 6

7 Fellowship Positions Available

Project Number: DFP15R6FAC01

Location: Bozeman Fish Technology Center (BFTC), Bozeman, Montana

Housing: On-campus dormitory housing at a reduced rate, through agreement with Montana State University.

Project Description: The Fellow will conduct a study to improve the quality and survival of hatchery propagated native cutthroat trout, *Oncorhynchus clarkii*, by monitoring growth, survival and behavior, and disease resistance of hatchery-reared cutthroat trout fed different experimental diets. The fellow will also develop a technical report and project poster including research methods, data analysis, conclusions and management options to be presented to regional FWS hatcheries and state partners that currently culture cutthroat trout via webinar and at the Western Native Trout Initiative Meeting. The cutthroat trout is a species of concern for state and federal agencies, with the species at great risk due to habitat degradation, hybridization with non-natives such as rainbow trout, and displacement by non-native species such as rainbow and brown trout.

Minimum Education Level and Major Required: Undergraduate Rising Senior, Enrolled graduate student (recently accepted into graduate school), and Graduate students who have completed their first year of graduate school | Animal Nutrition, Zoology, Wildlife Management, Aquaculture, Parasitology, Pathobiology or related natural resource field.

Skills/Experience: Must have taken Biology or Physiology and have interest in conducting laboratory-based research in fish culture and fish health evaluations that include mortality as an endpoint.

Key Requirements: None



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Mountain-Prairie

Project Number: DFP15R6FAC02

Location: BFTC, Bozeman, Montana

Housing: On-campus dormitory housing at a reduced rate, through agreement with Montana State University.

Project Description: The Fellow will undertake a literature review to increase their knowledge regarding the interactions between natural salinity and endangered fish disease resistance, particularly related to the protozoan fish parasite *Ichthyophthirius multifiliis*. They will draft an experimental design that utilizes existing tank infrastructure and the endangered Woundfin minnow *Plagopterus argentissimus* from the captive research population at Bozeman Fish Technology Center to examine the effect of salinity on Ich disease resistance. To complete the project, the Fellow will develop skills in the operation and maintenance of a variety of lab equipment to monitor water quality, collect data and keep accurate records. The Fellow will prepare charts and analyze resultant study data for inclusion in technical reports and subsequent development of a peer-reviewed publication.

Minimum Education Level and Major Required: Undergraduate Rising Senior graduating, Enrolled graduate student (recently accepted into graduate school), and Graduate students who have completed their first year of graduate school | Zoology, Wildlife Management, Aquaculture, Parasitology, Pathobiology or related natural resource field

Desired Skills/Experience: Must have taken Biology/Physiology and have interest in conducting laboratory-based research in fish culture and fish health evaluations that include mortality as an endpoint.

Key Requirements: None



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Mountain-Prairie

Project Number: DFP15R6NWR01

Location: Bowdoin NWR, Malta, Montana

Housing: USFWS housing available. Bunkhouse on Refuge at no cost to Fellow

Project Description: Bowdoin NWR contains some of the last remnants of native grasslands in Montana and is considered critical habitat for several grassland songbird species of concern such as the Sprague's pipit, Baird's sparrow, chestnut-collared longspur, and McCown's longspur. The Fellow will provide a baseline inventory of grassland songbird presence on Bowdoin NWR Complex lands utilizing point count surveys. They will develop a habitat based model, utilizing the inventory baseline vegetation data and known habitat preferences for four grassland species of concern, assessing habitat relationships between the model and species presence utilizing point count data, to determine if the modeled habitat correlates to actual bird presence. The Fellow will develop a written technical report and poster on their research findings to present at regional and national conferences.

Minimum Education Level and Major Required: Undergraduate Rising Senior, Enrolled graduate student (recently accepted into graduate school), or Graduate students who have completed their first year of graduate school | Wildlife Management or Zoology

Skills/Experience: Bird survey and vegetation monitoring techniques; knowledge of bird identification, specifically grassland songbirds (i.e. Sprague's pipit, Baird's sparrow and McCown's longspur), and bird vocalizations of species found in north-central Montana; short/mixed-grass prairie vegetation species of north central Montana; ability to key out plant species; knowledge of the scientific process and basics in study design; knowledge and skill to organize and conduct wildlife and habitat monitoring surveys; the ability to evaluate data collected; Point Count and BBS route protocol; technical knowledge of wildlife population censusing, biological data collection and accurate record keeping; knowledge on probability detection with surveys; knowledge and skill of basic functions of GIS technology and its application to natural resource management.

Key Requirements: None



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Mountain-Prairie

Project Number DFP15R6NWR02

Location: Red Rock Lakes NWR, Lima, Montana

Housing: USFWS housing available. Trailer or bunkhouse at a cost of approximately \$6.00 per day.

Project Description: Sagebrush is one of the most highly endangered major ecosystems of the United States with the Greater Sage-Grouse (*Centrocercus urophasianus*), sagebrush obligate species, having declined dramatically due to habitat loss and other factors. The Fellow will conduct research on both nest and brood survival in relation to cattle grazing management of sagebrush habitat, examining grazing mediated effects on vegetation and arthropod populations across different sagebrush habitat types. The Fellow will also monitor vegetation response to cattle grazing in different sagebrush habitats. The research will help determine the effectiveness of cattle grazing as a management tool to reconstruct the understory of sagebrush habitat that maximizes sage-grouse productivity.

Minimum Education Level and Degree Major Requirements: Undergraduate Rising Senior, graduate student (recently accepted into graduate school), and Graduate students who have completed their first year of graduate school | Wildlife Biology, Management and Conservation, Ecology, Botany, Plant Taxonomy, Rangeland Ecology, Ornithology or similar programs of study in biological, ecological or conservation studies.

Desired Skills/Experience: Skills in back country survival and problem solving, stamina to work long days in remote and potentially cold, wet, and windy weather; and have passion for the great outdoors.

Key Requirements: None



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Mountain-Prairie

Project Number DFP15R6NWR03

Location: Charles M. Russell NWR, Lewistown, Montana

Housing: USFWS housing available. \$100.00 per month

Project Description: The greater sage-grouse is a candidate for listing under the Endangered Species Act and managed as a threatened species on the CMR Refuge. Recent research has shown that the refuge provides critical habitat for survival of about 300 migratory sage-grouse. The Fellow will conduct research correlating sage-grouse habitat, timber encroachment and fire management to produce spatially explicit reference tools and maps for planning sagebrush management actions on the CMR Refuge. The Fellow will compile and analyze spatial data (land cover, timber encroachment and fire history) as related to sage-grouse habitat and lek locations. They will conduct field surveys to support geospatial analysis, quantifying vegetative structure and fuel loading to determine first order fire effects on grouse to support fire management planning. The Fellow will produce spatially-explicit mapping tools and reports describing sage-grouse habitat / timber relationships from a fire management perspective, emphasizing applications to help identify priority areas for future management efforts like mechanical thinning and prescribed burning.

Minimum Education Level and Degree Major Required: Undergraduate Rising Senior, Enrolled graduate student (recently accepted into graduate school), and Graduate students who have completed their first year of graduate school | Environmental Management, Forestry or related natural resource field

Desired Skills/Experience: Knowledge in fire ecology/fire management; experience as a Wildland Firefighter preferred; knowledge and skills for working with resource management agencies including experience conducting backcountry field work in remote locations; plant identification knowledge; GPS experience or with other field data collection instruments; and vegetation survey experience. GIS experience.

Key Requirements: None



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Mountain-Prairie

Project Number DFP15R6NWR04

Location: Flint Hills NWR, Hartford, Kansas

Housing: USFWS housing unavailable

Project Description: The Fellow will develop a roadside survey for wintering birds throughout the Flint Hills Ecoregion of Kansas. They will determine appropriate sample size, sampling distribution, survey timing, spatial and temporal considerations and stratification based on habitat availability and distribution. The Fellow will ensure the survey design is appropriate for development of spatial models. They will evaluate other long term monitoring program methodologies to maximize efficiency and consistency in design. The Fellow will write a technical report and provide oral presentations detailing the survey design and implementation recommendations to regional leadership and biologists. The survey will provide long-term data needed for the development of landscape models for priority bird species in the Flint Hills, including the choice of surrogate species.

Minimum Education Level and Degree Major Required: Graduate students who have completed their first year of graduate school | Wildlife Biology, Landscape Ecology, or Biological Statistics

Desired Skills/Experience: Knowledge of Large landscape survey design; statistical design; GIS and Identification and basic life history information for migratory birds species wintering in KS.

Key Requirements: None



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Mountain-Prairie

Project Number DFP15R6ECO01

Location: FWS Region 6 Office, Lakewood, Colorado

Housing: USFWS housing unavailable.

Project Description: The Fellow will write a batched 90-day federally threatened or endangered petition finding which includes individual findings for 7 vertebrate and invertebrate species. The Fellow will research endangered species petitions the Service has received for the 7 species and compile information available in Service files to determine if the petition presents substantial scientific information indicating that listing the species as threatened or endangered may be warranted. The Fellow will work closely with staff in the Ecological Services branch of the FWS Region 6 Office, project leaders and staff at Service Field Offices, regional solicitors, and potentially the petitioners which includes various NGOs.

Minimum Education Level and Degree Major Requirements: Undergraduate Rising Senior graduating between Oct 2015 and Jun 2016, Enrolled graduate student (recently accepted into graduate school), and Graduate students who have completed their first year of graduate school | Biology, Conservation Biology, Ecology, or Environmental Studies, or closely related field.

Desired Skills/Experience: Completed coursework in vertebrate biology, invertebrate biology, conservation biology, environmental ecology, or closely related courses. Strong writing skills or coursework in writing

Key Requirements: None



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Application Checklist for USFWS 2015 DFP

Application packages must be sent by (DATE), to the unique point of contact in the respective Headquarters or Regional Office listed on each DFP announcement and, if applicable, in the subject line of your submission email.		✓
1.	Does your resume include all of the information requested on the DFP announcement?	
2.	Have you redacted all personal privacy information (e.g. SSN, DOB and street number and name of home address, etc.) from your resume and all documents you are submitting?	
3.	Have you prepared a separate application package for each DFP fellowship/announcement for which you would like to be considered and noted how you should apply for each fellowship and/or DFP announcement?	
4.	Have you indicated the DFP Fellowship number at the top of each of your resumes/application packages if you are applying for more than one DFP Fellowship?	
5.	Have you included a copy of your most recent unofficial transcript from your college/university that is legible and includes your college/university name, cumulative GPA, total credits, and degree major, to each of your resumes and/or a transcript for your undergraduate degree (if applicable), or a copy of your acceptance enrollment letter.	
6.	Did you note that successful candidates will be required to submit proof of current enrollment at an accredited academic institution by no later than March 24, 2015?	
7.	Will you be available to complete the 11 consecutive weeks DFP Fellowship during the summer of 2015, which will begin late May or early/mid June?	
8.	Will you meet the student status eligibility for the 2015 DFP Fellowship for which you would like to be considered?	
9.	Did you include the Demographic Information on Applicants Form – OMB No. 3046-0046? The form can be downloaded at: http://www.eeoc.gov/federal/upload/Applicant_Tracking_Form_2-19-2014-2.pdf .	